

Trendlines

March/April 2008

Perspectives on Utah's Economy

Education and Training



Utah's Registered Apprenticeship System

A Proven Solution to Develop World-Class Talent

- Work Experience Pays Off!
- Long-Term On-the-Job Training Occupations
- Technological Career Paths
- A Good Place to Start:
The importance of short-term training



Department of Workforce Services

Trendlines

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Trendlines

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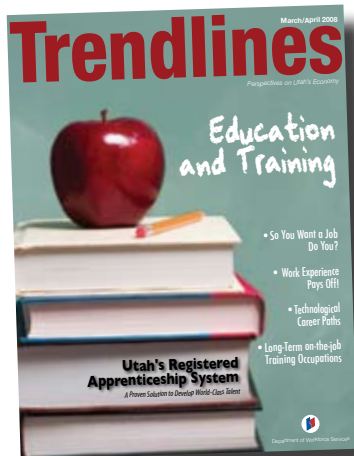
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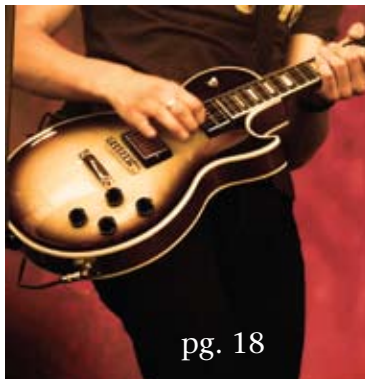
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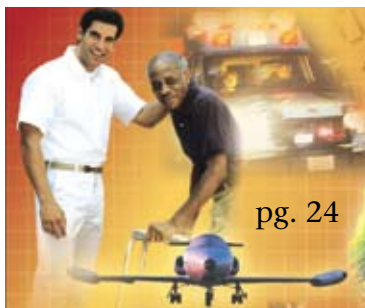
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It's All About Education

In this issue
we look at
several training
paths and
the types of
occupational
choices they
provide

Education enables individuals to have more options, more control, and more freedom to choose. Education and training are key to personal, societal, and economic success, and pay off both for the individual and for the economy.

In a personal sense, the more knowledge you can acquire, the more power and


prestige you will have, and the more potential of personal fulfillment and satisfaction. In an economic sense, the more skill, education, and training the populace has, the more efficient the workforce will be, and the more productive and competitive the economy will become.

What do I want to be when I grow up? That's a question we all ask ourselves, whether we are teenagers or seasoned adults. What does education do to help us in the process? It is an "enabler." It enables us to earn more money, stay employed, have more choices, and make a better contribution to society. With it we don't limit our options. Without it we may. Smarter, educated people make better, more thoughtful decisions. Everyone benefits from this. Education improves our productivity and standard of living.

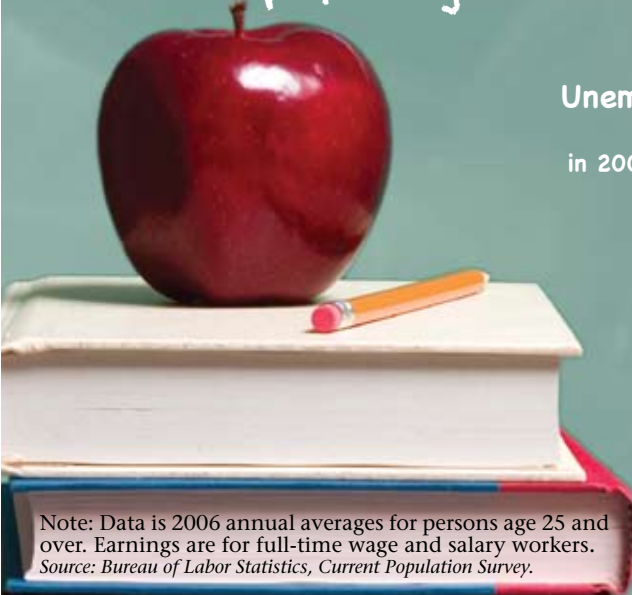
You may think, I don't want to go on to more schooling. I'm tired of school. I just went through 12 years of it! Well you can get paid some now or earn much more later...if you get more training. It won't take long for you to find out that an entry level low- or no-skill job now might make a car payment but won't do much more. To

make good money, you need post-high school training of some kind.

More education doesn't always mean becoming a doctor or lawyer. It means more training past high school. There are thousands of jobs that don't require four or more years of training. Some workers may get by with just a high school diploma. Some very motivated persons may become very successful by starting from scratch and working their way up the line. However, most won't. Career advancement is accelerated by more training and education, but career advancement may be stymied by the lack of a license, a certificate, or a degree. Many intelligent workers are dead-ended in their jobs because they lack what their employers or the market require—a degree.

The more education workers have, the more competitive they will be in the job market. Employers will typically select the highest qualified applicant. If that person has more education or a degree when the other competitors don't, Mr. Employer won't hesitate to take the worker that has the edge. The point is, education is essential, for every person and for our society. 

Education pays in higher earnings and lower unemployment rates



U.S. Unemployment Rate in 2006 (Percent)	Education Attained	U.S. Median Weekly Earnings in 2006 (Dollars)
1.4	Doctoral degree	\$1,441
1.1	Professional degree	1,474
1.7	Master's degree	1,140
2.3	Bachelor's degree	962
3.0	Associate degree	721
3.9	Some college, no degree	674
4.3	High-school graduate	595
6.8	Less than a high school diploma	419

Note: Data is 2006 annual averages for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: Bureau of Labor Statistics, Current Population Survey.

Forrest Gump

and the Utah Economy

Utah's stellar employment growth of the past three-plus years was somewhat reminiscent of Forrest Gump, who, in a segment of that movie, set out running across the United States. He just ran and ran, and there was no stopping him. Then, one day (in Utah ironically, if you remember seeing Monument Valley in the background), Forrest just decided that he had run enough, and he just stopped. So it seems the Utah economy might do the same.

Now I'm not talking about the economy shutting down to zero growth, which would be a literal mimic of

Forrest Gump. Instead, I'm talking about the high-flying, way-out-in-front-of-all-the-other-states economic performance finally coming to an end. Utah actually still leads the nation in employment growth percentage, and will stay at or near that for 2008, but the huge gap between our performance and the rest of the nation will diminish. We'll go back to them, they won't rise up to us.


It was easy to see that a slowdown would come—they always do. But I'll be doggoned if it didn't last at least a whole year longer than I thought it would or could. I anticipated when Utah's unemployment rate plunged into the mid 2-percent range in the middle of 2006, that would be the slowdown point. How can we keep this employment growth going when we are running out of workers? (that's largely what a 2.5 percent unemployment rate implies) But the employment growth kept going. Like Forrest Gump, it just kept running and running, right on into 2007.

But that vigorous pace is slowing, largely as a result of the subprime mortgage situation shutting down the housing lending stream. Construction employment growth is noticeably slowing and will continue to do so throughout 2008. That industry was the running shoes of Utah's economic jog, but the tread on those shoes is getting worn down. ①



Long-Term On-the-Job Training Occupations

Not for those who fear commitment!

A photograph of a ballerina in a black dress, captured in a dynamic pose as if leaping or dancing. Her arms are raised, and her legs are extended, conveying a sense of movement and grace.

In a blur of motion the most talented modern dancers can thrill and excite their audiences with feats of power and grace. Through their use of movement they can convey every hope, every fear, indeed every emotion, through time and space. However, the amazing strength and skill that defines an elite dancer doesn't come without a cost. In fact, theirs is a world of callused feet and strained muscles, but also years of rigorous schooling and on-the-job training just to be able to perform. These years of hard work can be thought of as an investment, one whose dividends are paid in the higher productivity and greater skill of the dancer.

However, dancing is not the only occupation that requires significant long-term investments in skills and knowledge—that is, their stock of

human capital.

In fact, there are a plethora of occupations in Utah, including many that

have been rated as 4- and

5-star jobs, which

require long-term on-the-job training. While

these jobs typically don't require a college degree, they do require the extensive

development of specific skills above and beyond a high school education as a base and then continued refinement of those skills while working the job. For some occupations the employer pays for this initial base training, usually with some strings attached—like a time commitment to the firm, or the acceptance of a lower wage during training. In other cases, prospective workers have to pay for their own training.

So what are some examples of jobs that require a similar commitment to long-term technical

training? As always, there are several ways to cut the data. However, perhaps the best way is to look at the occupations that are projected to add the most new jobs by 2014. By that measure, carpenters, electricians, and plumbers are the top three occupations. All of these require significant on-the-job training in the form of apprenticeships and technical education. Two additional occupations that will be adding a significant number of new jobs in the coming decade are police officers and firefighters. These occupations also require long-term training from the initial training at an academy to ongoing career development and refresher training.

Are these occupations that require long-term on-the-job training for you? Well, like all things in life, the answer to that question depends on who you are and what you see yourself doing. While these occupations tend to pay more than occupations requiring only short-term or medium-term training, they often pay less than occupations that require a bachelor's degree or higher. However, taking overtime and other bonuses into account, these occupations can still pay handsome wages. In the final analysis, your decision to pursue an occupation should be fueled by your passions and not just a simple calculus of dollars and cents.

It is also important to note that a good number of people who actually go into these jobs have more education, like a bachelor's degree, before starting down the path to this job. More education and training are important guarantees of future flexibility in the labor market—something that might be important when one considers the average length of a modern dancer's career. In an occupation that makes such strenuous demands on one's body, it is nice to know that you can transition to something after you can't dance anymore. For example, having a bachelor's degree might allow you to move into administration, marketing, or any number of other occupations where your previous experience and education would be tremendous assets. ❶

For more occupational information: <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/longtermojt.xls>



The top three occupations projected to add the most new jobs by 2014 are carpenters, electricians, and plumbers, all of which require significant on-the-job training, followed by police officers and firefighters.

Long-term On-the-job Training

	Occupation	Stars	2004	2014	Numeric Change	Percent Change
Largest Job Growth	Carpenters	5	16,820	22,990	6,170	37%
	Electricians	5	6,230	8,190	1,960	31%
	Plumbers, Pipefitters, and Steamfitters	5	5,350	7,280	1,930	36%
	Cooks, Restaurant	2	5,550	7,350	1,800	32%
	Police and Sheriff's Patrol Officers	5	3,980	5,440	1,460	37%
	Welders, Cutters, Solderers, and Brazers	5	4,310	5,540	1,230	29%
	Fire Fighters	4	2,330	3,430	1,100	47%
	Machinists	5	3,690	4,720	1,030	28%
	Automotive Body and Related Repairers	5	2,610	3,600	990	38%
	Cabinetmakers and Bench Carpenters	3	2,780	3,710	930	33%
Fastest Growing	Dental Laboratory Technicians	4	630	950	320	51%
	Fire Fighters	4	2,330	3,430	1,100	47%
	Entertainers and Performers, Sports and Related Workers, All Other	NR	180	260	80	44%
	Audio and Video Equipment Technicians	5	1,140	1,640	500	44%
	Tile and Marble Setters	5	1,770	2,530	760	43%
	Claims Adjusters, Examiners, and Investigators	4	700	1,000	300	43%
	Motorboat Mechanics	3	210	300	90	43%
	Umpires, Referees, and Other Sports Officials	2	570	810	240	42%
	Athletes and Sports Competitors	2	360	510	150	42%
	Automotive Glass Installers and Repairers	4	150	210	60	40%

Source: Utah Department of Workforce Services

A Bachelor's Degree or Better



Higher

Jobs that require substantial investment in formal training or education are some of the best jobs because they are in demand and pay well. This group of jobs is comprised of five education and training categories: first professional degree, doctoral degree, master's degree, bachelor's degree plus work experience, and bachelor's degree. Individuals in these occupations have invested a minimum of four-to-five years of schooling beyond the high school level. Some have been in formal postsecondary training for over twice that long. In Utah, 28 percent of the population has a bachelor's degree or beyond.

Some people view this group of degrees as a two-tiered system. First is the attainment of the bachelor's degree. The second tier includes those that take the next step and pursue a graduate level degree. This can be a master's, a PhD, or a professional degree (doctor or lawyer, for example). You can refer to the box for examples of each group, and a link is provided to a list jobs by training level with at least 100 workers employed in Utah.

Doctors and Lawyers and Such

The occupations requiring the most training are the group called "first professional degree." These jobs require the completion of a degree, usually at least three years of full-time academic study beyond a bachelor's degree. Here are the doctors, lawyers, pharmacists, and the like. This is a select group with some 20 occupations accounting for only about 1.3 percent of total employment in the economy.

Doctoral Degree

Just over 30 job titles are included in this group. Most are those individuals holding PhDs who teach in colleges and universities. Other titles include mathematicians, biochemists, physicists and other medical scientists. PhDs account for smaller piece of the total employment pie than the first professional degree group.

Master's Degree

There are approximately 40 occupations included in this list. They make up about 1.5 percent of total employment. The job titles with the most employment are educational, vocational, and school counselors and mental health and substance abuse social workers.

Bachelor's Degree Plus Experience

This is a second largest group accounting for about four percent of all jobs. It is dominated by managerial occupations where the worker has a bachelor's degree and has worked his/her way up to positions like the chief executive officer, finance manager, management analyst, or, in the teaching profession, a vocational education teacher at the middle, secondary or postsecondary level.

Bachelor's Degree

Over half of all the employment in the bachelor's degree or higher group is for bachelor's degree occupations. It accounts for about a 12-percent share of total employment in the economy. Over half of the total 200-plus job titles are in this group. The occupations with the most jobs include construction managers, accountants, computer programmers and systems analysts, and engineers. The largest single occupation in the bachelor's degree category is elementary school teacher with some 11,000 to 12,000 employed.

While the most obvious benefit of higher education may be higher wages, it also brings more transferable skills that can ease the way through the ebbs and flows of the labor market. This tends to result in lower unemployment rates for those who hold college degrees. As our economy evolves, the need for highly-skilled workers will continue to grow. 📌

For a list of the occupations in the higher education occupations group, go to: <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/bachelorshigher.xls>

Education

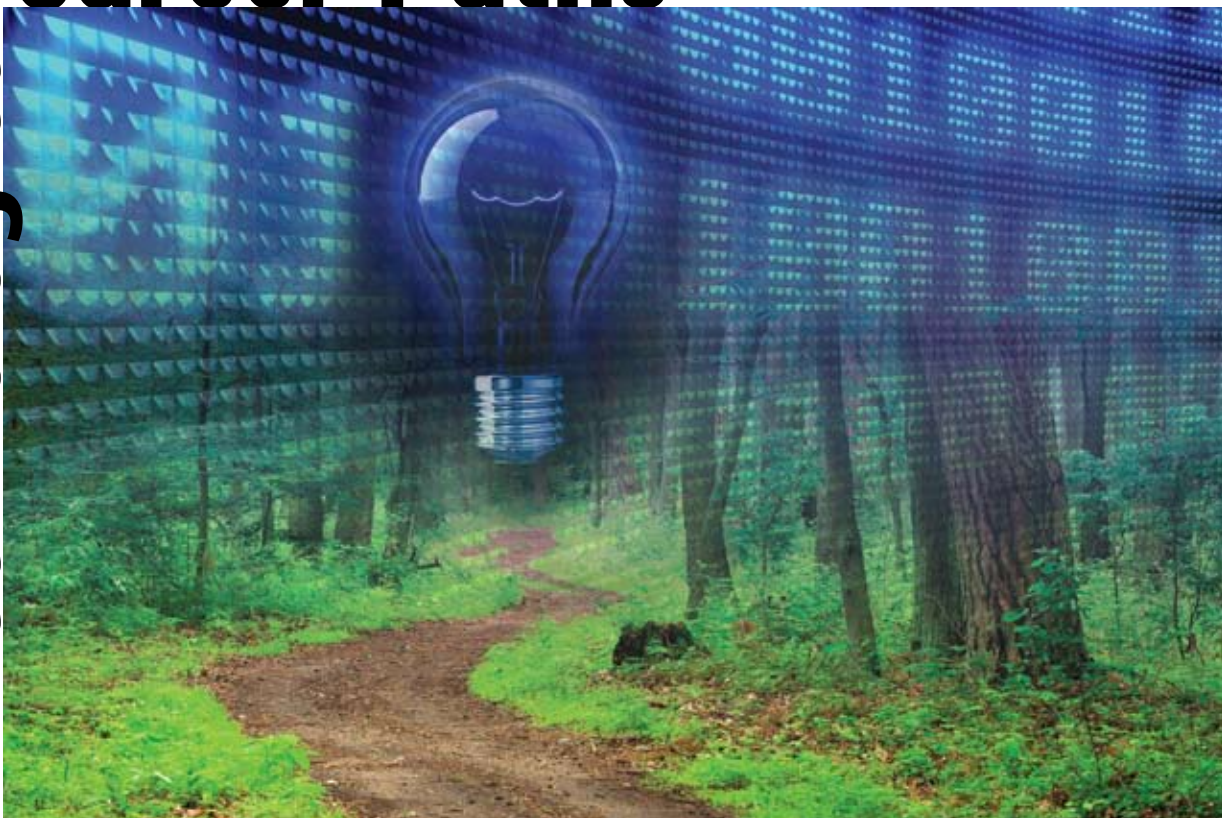
In Utah, 28 percent of the population has a bachelor's degree or beyond.

<i>First Professional Degree</i>	<i>Doctoral Degree</i>	<i>Master's Degree</i>
Dentists, General	Postsecondary Biological Science Teachers	Clergy
Family and General Practitioners	Clinical, Counseling, and School Psychologists	Educational, Vocational, and School Counselors
Lawyers	Postsecondary Education Teachers	Librarians
Pharmacists	Postsecondary Engineering Teachers	Mental Health and Substance Abuse Social Workers
Surgeons	Medical Scientists, Except Epidemiologists	Physical Therapists

<i>Bachelor's plus Work Experience</i>	<i>Bachelor's Degree</i>
Chief Executives	Accountants and Auditors
Financial Managers	Computer Programmers
General and Operations Managers	Construction Managers
Management Analysts	Elementary School Teachers
Sales Managers	Secondary School Teachers



Technological Career Paths



Technology is increasingly impacting economic life. Change is all around us. To qualify for many fields of work such as medical support, information technology, industrial and maintenance technicians, formal training beyond high school is required.

When you ask experienced workers what they did to prepare to qualify for their job, you find there are often multiple pathways. People who were trained, certified, or have a degree in one area or type of work, may be working in a field far from their initial training.

At the same time, most occupations have a usual and well-defined path that someone can take to fully qualify to begin work in that area.

Postsecondary Vocational Awards

Many entry-level technical jobs require new workers to complete a training program ending with a certificate or other award, but not a degree. Some of these training programs last only a few weeks, while others may last more

than a year. Occupations in this category include some that require only the completion of a training program, while others require individuals to pass a licensing exam before they can begin work.

In Utah, the two most significant sources of this type of job certification and training are the applied technology colleges and the community colleges. In addition, there are many private education institutions that offer training programs ending with occupational certification or the likelihood of passing a required licensing exam.

Associate Degree

Another group of technical occupations usually requires workers to have an associate degree, generally at least two years of full-time academic study beyond high school at a college or university. Most associate degree programs are quite career specific, pointing to an actual occupation or group of related occupations. After completion of the required associate degree some of these occupations also require passing a licensing exam.


Largest Occupations in Utah

with Associate Degree or Postsecondary Vocational Training

Occupation	Employment Estimates		Hourly Wage	Training Level
	2004	2014	Median	
Registered Nurses	16,270	24,340	\$24.80	Associate degree
Computer Support Specialists	5,370	7,560	\$16.80	Associate degree
Medical Records and Health Information Technicians	2,780	3,960	\$11.80	Associate degree
Electrical and Electronic Engineering Technicians	2,040	2,740	\$23.10	Associate degree
Medical and Clinical Laboratory Technicians	1,830	2,630	\$12.10	Associate degree
Paralegals and Legal Assistants	1,750	2,570	\$18.60	Associate degree
Computer Specialists, All Other	1,530	2,090		Associate degree
Dental Hygienists	1,280	1,910	\$30.00	Associate degree
Biological Technicians	1,360	1,820	\$12.80	Associate degree
Radiologic Technologists and Technicians	1,150	1,650	\$20.40	Associate degree
Nursing Aides, Orderlies, and Attendants	9,940	13,900	\$9.50	Postsecondary vocational training
Automotive Service Technicians and Mechanics	8,050	11,080	\$14.90	Postsecondary vocational training
Hairdressers, Hairstylists, and Cosmetologists	5,650	7,780	\$10.00	Postsecondary vocational training
Medical Secretaries	3,470	4,420	\$11.60	Postsecondary vocational training
Preschool Teachers, Except Special Education	2,700	4,300	\$9.20	Postsecondary vocational training
Licensed Practical and Licensed Vocational Nurses	3,080	4,050	\$16.10	Postsecondary vocational training
Bus and Truck Mechanics and Diesel Engine Specialists	2,580	3,510	\$18.10	Postsecondary vocational training
Electronic Home Entertainment Equipment Installers and Repairers	2,050	2,770	\$15.20	Postsecondary vocational training
Fitness Trainers and Aerobics Instructors	1,790	2,680	\$18.60	Postsecondary vocational training
Real Estate Sales Agents	1,960	2,610	\$21.60	Postsecondary vocational training
Emergency Medical Technicians and Paramedics	1,670	2,410	\$11.40	Postsecondary vocational training
Legal Secretaries	1,640	2,160	\$16.40	Postsecondary vocational training
Aircraft Mechanics and Service Technicians	1,740	2,040	\$21.30	Postsecondary vocational training
Appraisers and Assessors of Real Estate	1,340	2,020	\$21.00	Postsecondary vocational training
Mobile Heavy Equipment Mechanics, Except Engines	1,290	1,610	\$19.40	Postsecondary vocational training

Source: Utah Department of Workforce Services.

Not Just a Job, but a Career

Young workers entering the labor force will find that many of the jobs to be had by postsecondary vocational training or associate degree are in growth industries such as healthcare or in expanding fields like information technology. Many of these occupations not only pay well, but also are gateway or entry-level occupations with stable long-term employment, and many opportunities for advancement. 

For more information, go to <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/asocate.xls>

**Many entry-level
technical jobs require
a certificate instead
of a degree.**



A Good Place to Start

Entry-level jobs often provide short-term training that is critical as we learn about working for an employer and gain valuable work experience

Remember how nervous you were for that first job interview? It's a rite of passage all young people deal with. Most teens need money for cars, dating, food and fun. Parents wisely tell them to get a job. So, off they trudge to the local burger joint or construction site to find a job to fuel their lifestyle.

Those first jobs rarely turn out to be our last jobs. They were stepping stones to bigger and better things. Still, they served an essential function; they taught us a lot about the world of work. We learned to be on time, work hard and cooperate with others. We learned about self-discipline and sacrifice. And, most of us learned that we wanted something more. Such is the nature of short-term on-the-job training.

This training category means that most workers acquire the job skills needed in one month or less through informal

training and experience. I have held my share of short-term training jobs. I worked on a loading dock, laid sod, dug trenches, cleaned buildings and manufactured aluminum truck shells. Indeed, it didn't take long to learn the business end of the shovel—I think I had that skill learned in just a few minutes!

Of all the jobs in Utah, about 35 percent are designated as requiring only short-term on-the-job training. Over three-fourths of these jobs are concentrated in office work, retail sales, food services, building and grounds maintenance, and material moving (freight and light delivery truck drivers). The pay is relatively low, with an average annual wage of \$20,320 in 2006, compared to \$35,120 for all occupations and all training levels.

But don't discount the importance of these jobs. Short-term training occupa-

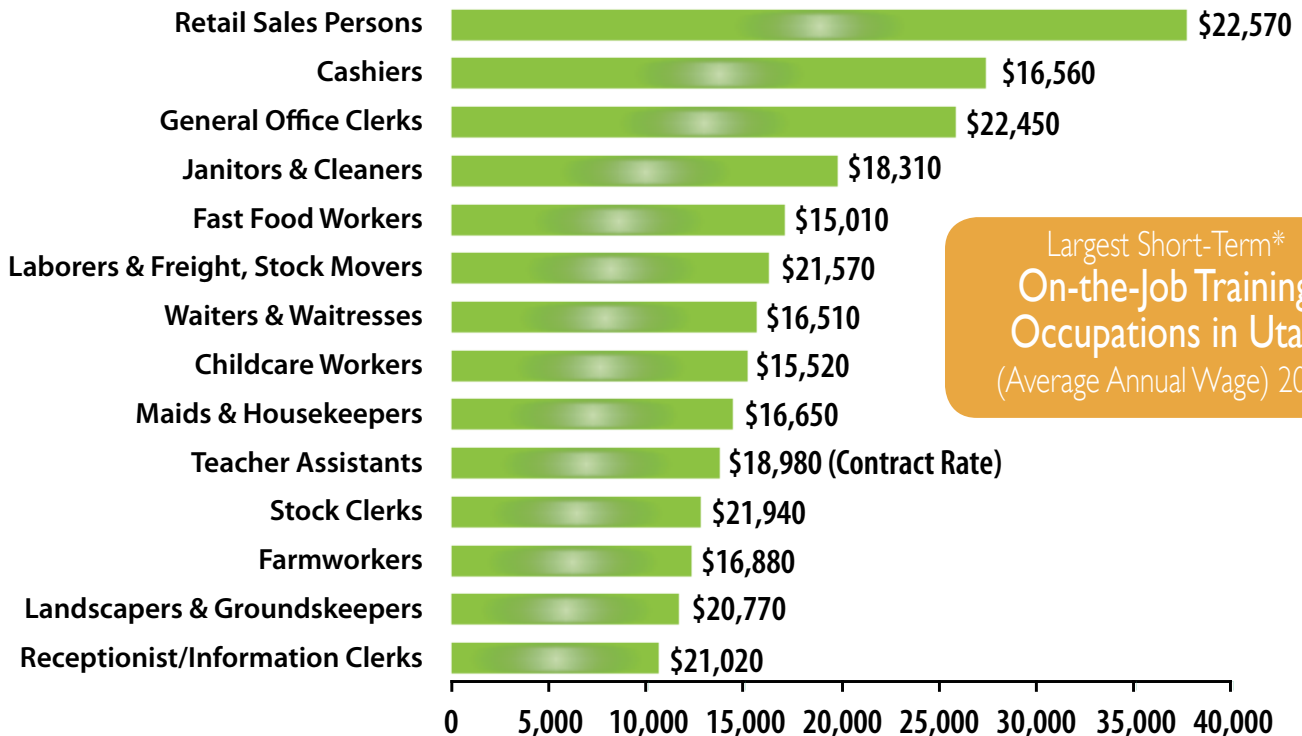
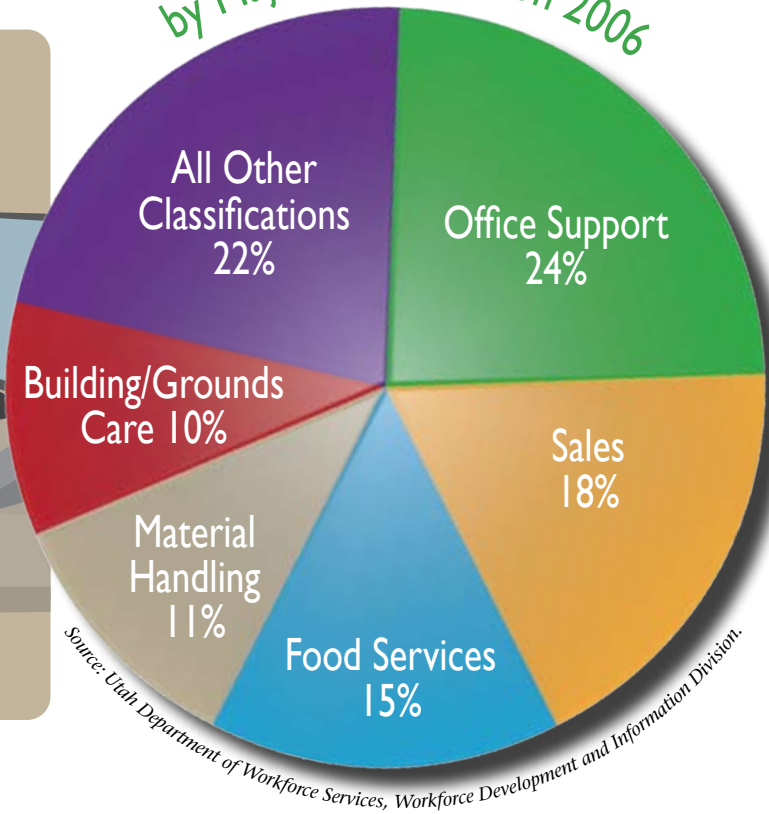
tions are critical for most of us as we learn about working for an employer and gain valuable work experience. We also develop important social networks, are exposed to a greater variety of skilled occupations, and learn about career paths taken by others with whom we work. All this combines to help us define our interests, abilities and what skills we need to acquire to be successful in the workplace. Often, these short-term training jobs provide us with critical long-term work skills and insights. 📌

For more information go to these sites:

- <http://jobs.utah.gov/opencms/wi/occi.html>
- <http://jobs.utah.gov/jsp/wi/utalmis/gotoOccwage.do>
- <http://careers.utah.gov/careers/>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/shorttermojt.xls>

Percent Share of Short-Term OJT
Occupations

by Major Classification 2006



Largest Short-Term*
On-the-Job Training
Occupations in Utah
(Average Annual Wage) 2006

Source: Utah Department of Workforce Services, Workforce Development and Information Division.

*Note: Short-term on-the-job training means a worker can gain the skills needed to perform job duties in one month or less of informal instruction.





The Glamorous, Glamorous


I recently met a rock star at Kinko's. The rock star wasn't there signing autographs, he was working as the shift supervisor. He was a member of a "hair metal" band from the eighties that, to his and my dismay, ended with the trend in the early nineties. He had to live after his music career and, though this anecdote is entertaining, it tends to typify what labor market economists call glamorous jobs: unlikely and short-lived.

Any and every goal or dream needs to be intelligently approached. Research the necessary skills, training and education needed for a job. Understand the fierce competition and have a backup plan.

If you want to play professional football right out of high school, chances are it will not happen. You can improve your chances by playing college football, although college football isn't just about football. In order to play for a university team, players must be pursuing a degree and maintain a minimum grade point average. A large reason for this is so players will not fully vest all of their effort into football to be left empty-handed after they can no longer play. According to

the National Football League Players Association the average career of an NFL player is three and a half seasons. If your aspirations are to play for the NFL and you actually end up making it, it is likely that your career will be extremely short.

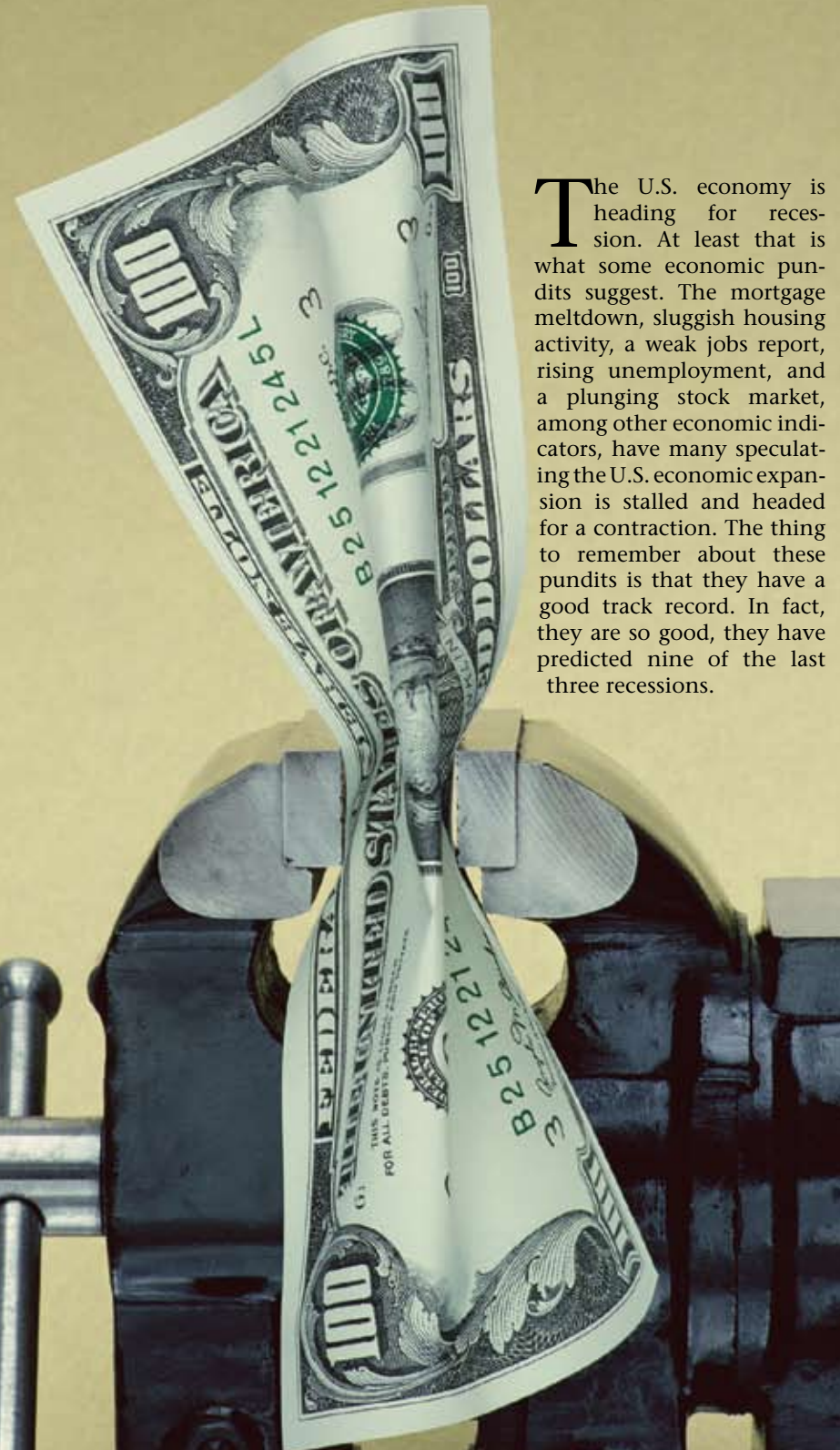
This should be taken into account when planning and attaining your goals. Individuals may want to explore other jobs in the industry such as coaches, scouts, or referees. The same is true for the periphery occupations in the film, fashion and music industries.

For all the rock star aspirants out there, just make sure you can cover up your tattoos with a collared shirt because not everyone can be Davey Havok but everyone can work hard enough to become an accountant. Even if your dream doesn't work out, there are worse things in life; you could end up as an economist. 

For more information about these and other occupations go to: <http://jobs.utah.gov/jsp/wi/utalmis/gotoOccinfo.do>

Not everyone can be a rock star, but everyone can work hard enough to pursue a good career

National Recession is Close

A photograph of a US \$100 bill being crushed by a metal vise. The bill is bent and folded in the center where the jaws of the vise are clamping it. The background is a plain, light-colored surface.

The U.S. economy is heading for recession. At least that is what some economic pundits suggest. The mortgage meltdown, sluggish housing activity, a weak jobs report, rising unemployment, and a plunging stock market, among other economic indicators, have many speculating the U.S. economic expansion is stalled and headed for a contraction. The thing to remember about these pundits is that they have a good track record. In fact, they are so good, they have predicted nine of the last three recessions.

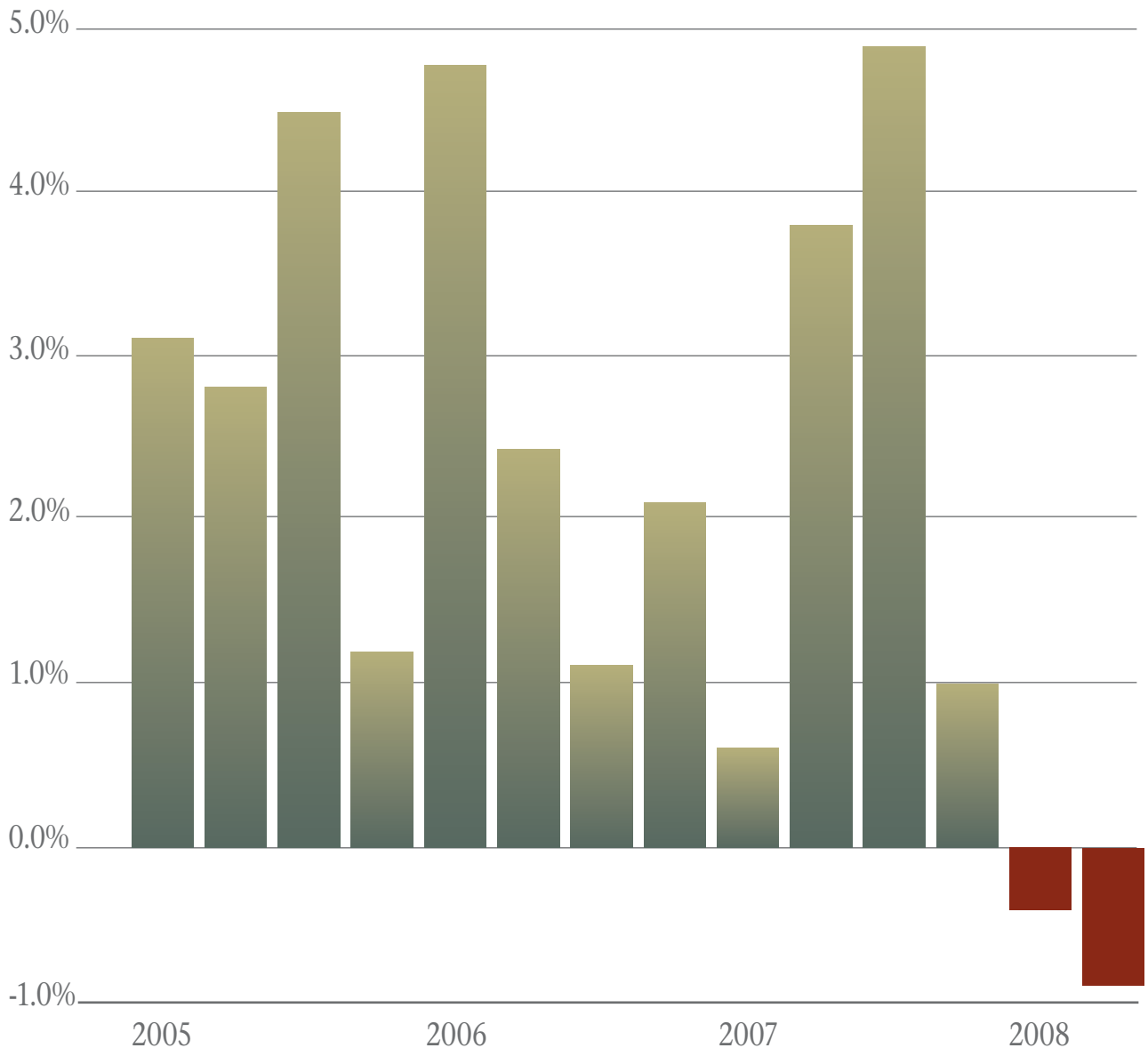
If that last statement caused you to pause, it's because I'm being facetious. The bears are always in action, and now is as good a time for them as any. The odds are looking more and more like there might be a U.S. recession. But there is also the chance that they may make this the tenth of the last three recessions.

Now I'm not arguing that the U.S. economy is stellar and flourishing. Far from it. In fact, the bears have a good chance of getting this one right. But the part I have respect for—and its strength lies more in subjective feel than in objective indicators—is the U.S. economy over the past several decades has proven itself to be amazingly resilient, even in the face of economic hurdles that, in past decades, would have brought it down.

Although the gist of my argument hangs more on a subjective feel than objective data, there are some economic variables to rally around. Unemployment claims, though increasing, are still low and have a way to go before rising into troubling territory. The U.S. dollar's recent fall against foreign currencies is actually helping to make the price of American products attractive abroad, boosting U.S. exports. In fact, this last factor could be the line of defense between a U.S. recession or not. Strong global growth is needed to keep this variable growing.

I will say this in defense of the bears: If they do end up being wrong and the U.S. does avoid a recession, they won't have missed by much. In fact, even though the U.S. might avoid a recession on paper (which is officially two consecutive quarters of negative Gross Domestic Product percentage change), it could easily feel like a recession. The December U.S. jobs report was weak,

Gross Domestic Product Change Recession Scenario



Recession Scenario

and there isn't anything to suggest it will get stronger in the first half of 2008. Consumers are reading the negative news and could easily react negatively. However, we have seen consumers cry before all the way to the malls with their wallets open, so crying consumers don't guarantee anything.

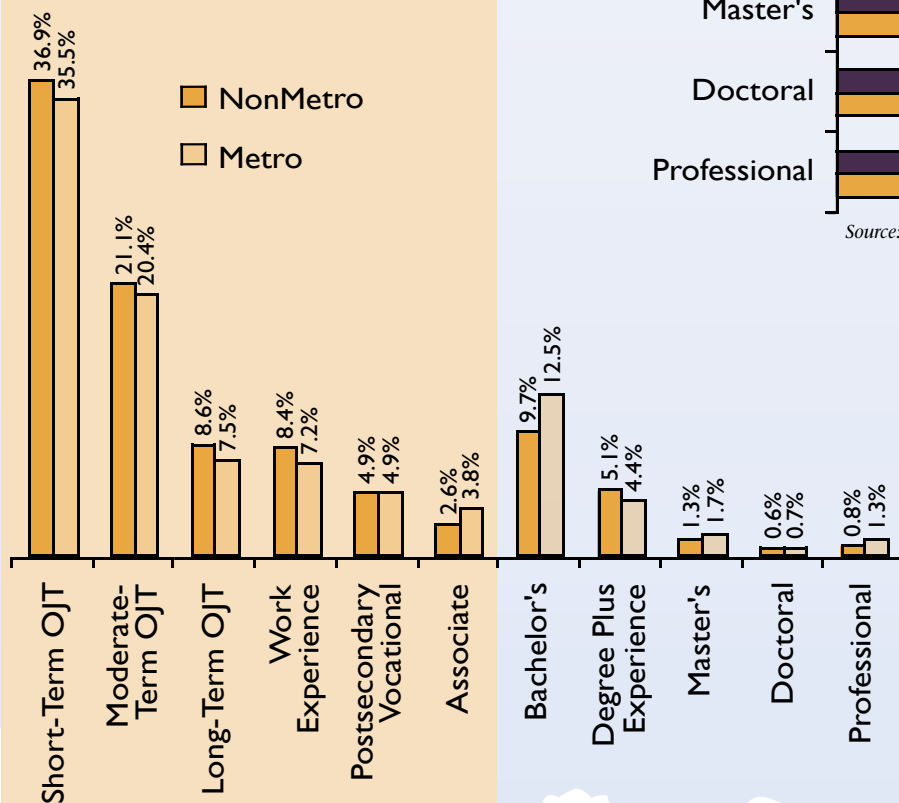
But if job losses become prevalent, that sends a more potent signal.

The tipping point of in-or-out-of recession is delicate. The first quarter of this year will be the teeter point. If we do miss a recession, it will be a near miss. ⓘ

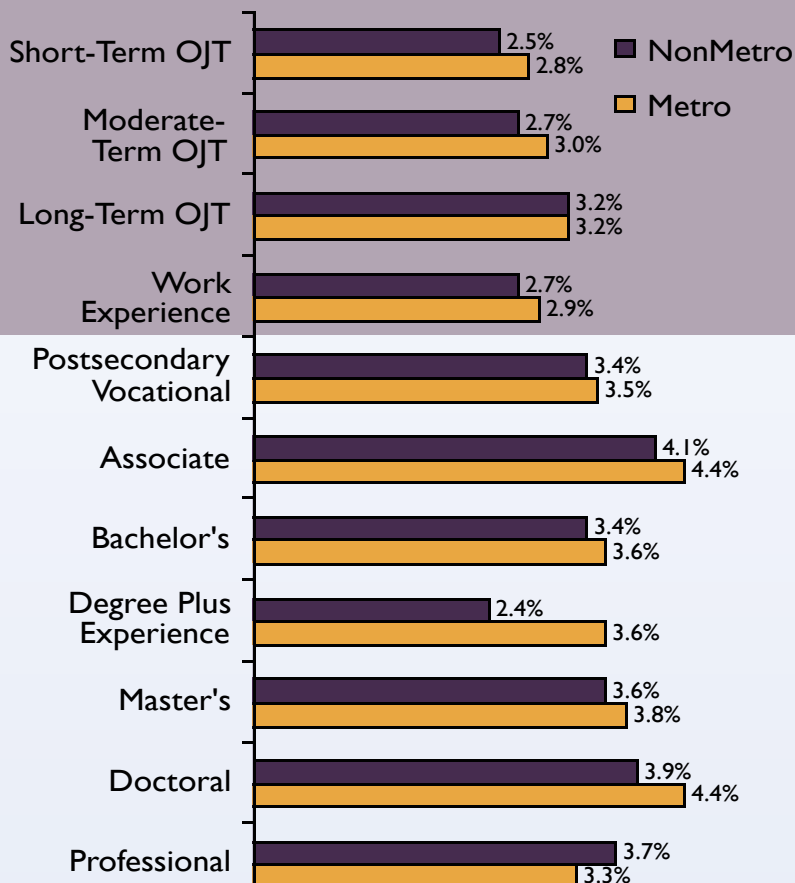
Source: Bureau of Economic Analysis
Note: Fourth quarter 2007 GDP not available at time of printing

Utah 2004 Occupations by Training Level

Utah 2004-2014 Projected Growth Rates by Training Level



Source: Utah Department of Workforce Services



Source: Utah Department of Workforce Services

What's the Difference?

Variations in Training Level Requirements for Metro and Nonmetro Areas

Those of us who live outside the Wasatch Front often feel we live in a different (and forgotten) world. It's true. Our demographics, industries, economies and open space all differ dramatically from the counties on the Wasatch Front. However, our statistics are buried by the big, urban counties any time that statewide data is analyzed.

So, let's take a moment to observe the differences in occupational training requirements between the "metro" counties (Davis, Salt Lake, Utah, and Weber) and the "nonmetro" counties (the remaining 25 counties). As in the rest of this publication, training requirements categories are those applied by the U.S. Bureau of Labor Statistics. (For more information on these categories, see <http://www.bls.gov/emp/optd/optd004.pdf>)

Not Much Difference

At first blush, there doesn't seem to be a huge difference between the aggregate training requirements of metro and nonmetro counties. Occupations requiring only short-term on-the-job training (OJT) make up the majority of employment in both metro and nonmetro areas. And shares of employment are roughly equivalent for most of the 11 categories outlined by the Bureau of Labor Statistics.

Metro Jobs Require More Education

However, subtle differences turn into notable variations upon close examination. For example, in every

category where on-the-job training or related work experience is required, the nonmetro area shows a higher share of employment. A combination of these categories indicates that roughly 75 percent of nonmetro jobs require no postsecondary education other than on-the-job training compared to less than 71 percent of metro employment.

Conversely, jobs requiring at least a four-year degree make up a larger share of metro employment (more than 20 percent) compared to nonmetro's 17 percent. Of course, we're still not talking about huge disparities. It is interesting to note, however, that almost 30 percent of the nonmetro jobs requiring a bachelor's degree are K-12 school teachers compared to only 16 percent in the metro area.

Future Jobs Require More Training

For both regions, projections indicate that, in general, occupations requiring more formal postsecondary training will grow at faster rates than those that require on-the-job training. Even among the OJT careers, those in the long-term group show the fastest employment expansion. ⓘ

For more information see: <http://jobs.utah.gov/opencms/wi/occi.html>.

For both regions, projections indicate that, in general, occupations requiring more formal postsecondary training will grow at faster rates than those that require on-the-job training.

Moderation in All Things?

A Look at Occupations Requiring Moderate-Term On-the-Job Training

When it comes to training, do moderate-term on-the-job training occupations require not too much training, not too little training, but just the right amount? Well, that's a value judgment best avoided in this article. However, for many workers, jobs in the moderate-term OJT (on-the-job training) category can offer good career opportunities without a huge training commitment. In addition, they can furnish a springboard to higher-level supervisory positions.

For purposes of this article, we're using definitions provided the U.S. Bureau of Labor Statistics (BLS).

BLS classifies moderate-term OJT occupations as jobs where the skills needed for a worker to become fully qualified can be acquired during 1 to 12 months of combined on-the-job experience and informal training.

You can receive formal training for a number of the occupations in this category, and licensing may even require that type of instruction. However, training codes are assigned based on how the majority of individuals nationwide in this profession received their training. For the most part, the preponderance of training for these positions occurs on the job. Of course, you'll be much more attractive to a prospective employer if you've had formal training, and in a tight labor market, many employers may demand that training.

The Most Jobs

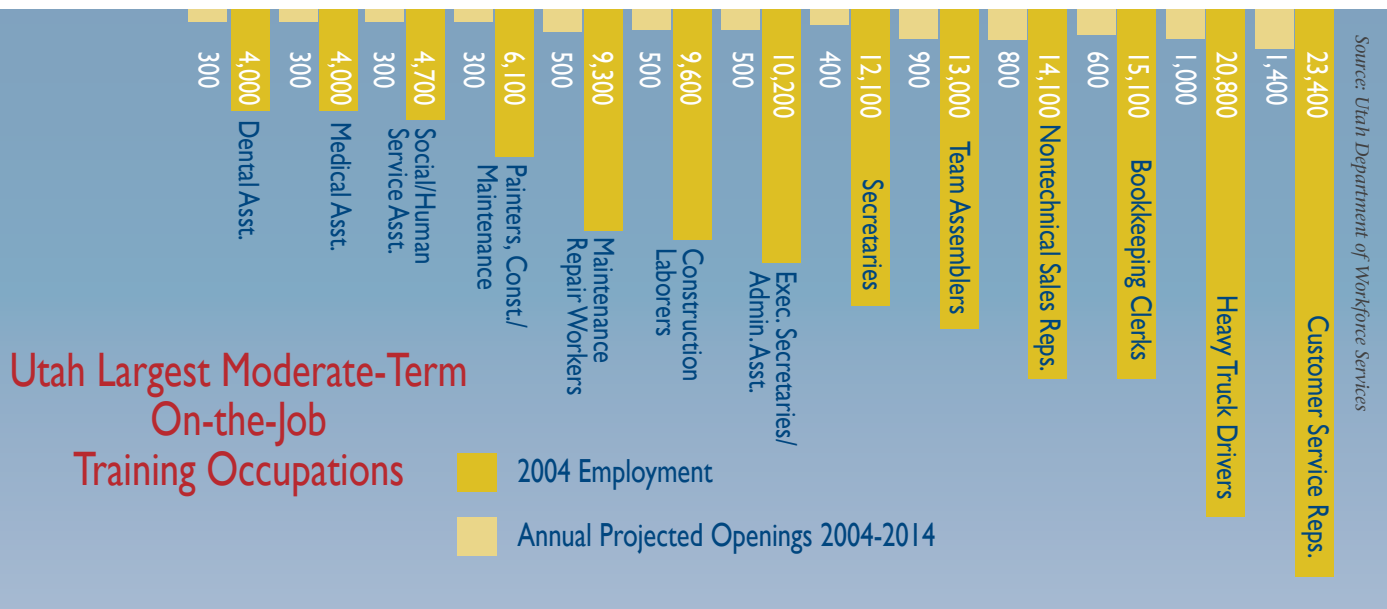
What are some of the largest Utah occupations in this moderate OJT category? Customer service representatives top the list and are

For more information see:

*<http://jobs.utah.gov/opencms/wi/occi.html>
and [http://jobs.utah.gov/opencms/wi/pubs/
trendlines/marapr08/moderatetermojt.xls](http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/moderatetermojt.xls)*



Source: Utah Department of Workforce Services



Utah Largest Moderate-Term On-the-Job Training Occupations

joined by other “administrative support” occupations—secretaries, bookkeeping/accounting clerks, and executive secretaries/administrative assistants. A number of occupations typically considered “blue-collar” can also be found here—heavy truck drivers, team assemblers (manufacturing), construction laborers, maintenance/repair workers, and painters. Sales representatives and medical and dental assistants round out the group. Not surprisingly, these occupations are also projected to show the largest number of job openings in the future.

The Best Pay

Which moderate-term OJT occupations offer the best pay in Utah? Most of the jobs with highest wages are concentrated in the railroad and mining occupations. However, sales representatives, camera operators, and title examiners also appear in the top ranks.

The Top Career Opportunities

Just because a career pays well, doesn’t make it a strong career contender. The Utah Department of Workforce Services ranks occupations based on the number of projected new openings, the rate of projected employment growth and wages, to delineate those occupations that seem to offer the best career opportunities in the future. Using this system, the following moderate OJT occupations receive a “five star” rating:

- Cement Masons/Concrete Finishers
- Correctional Officers/Jailers
- Drywall/Ceiling Tile Installers
- Executive Secretaries/Administrative Assistants
- Highway Maintenance Workers Operating Engineers
- Inspectors/Testers/Sorters
- Maintenance/Repair Workers
- Payroll/Timekeeping Clerks
- Roofers
- Sales Representatives, Technical
- Sales Representatives, Nontechnical
- Truck Drivers, Heavy

Utah High-Paying Moderate On-the-Job Training Occupations by Hourly Wage



Source: Utah Department of Workforce Services

Sanpete County Profile

According to the U.S. Census Bureau, fewer people lived in Sanpete County in 1990 than in 1900. However, the 90s and the new century showed the rebirth of population expansion in the county as individuals fled the Wasatch Front. In just 17 years, the county's population expanded by more than 61 percent.

While the county's economy continues to diversify, government and

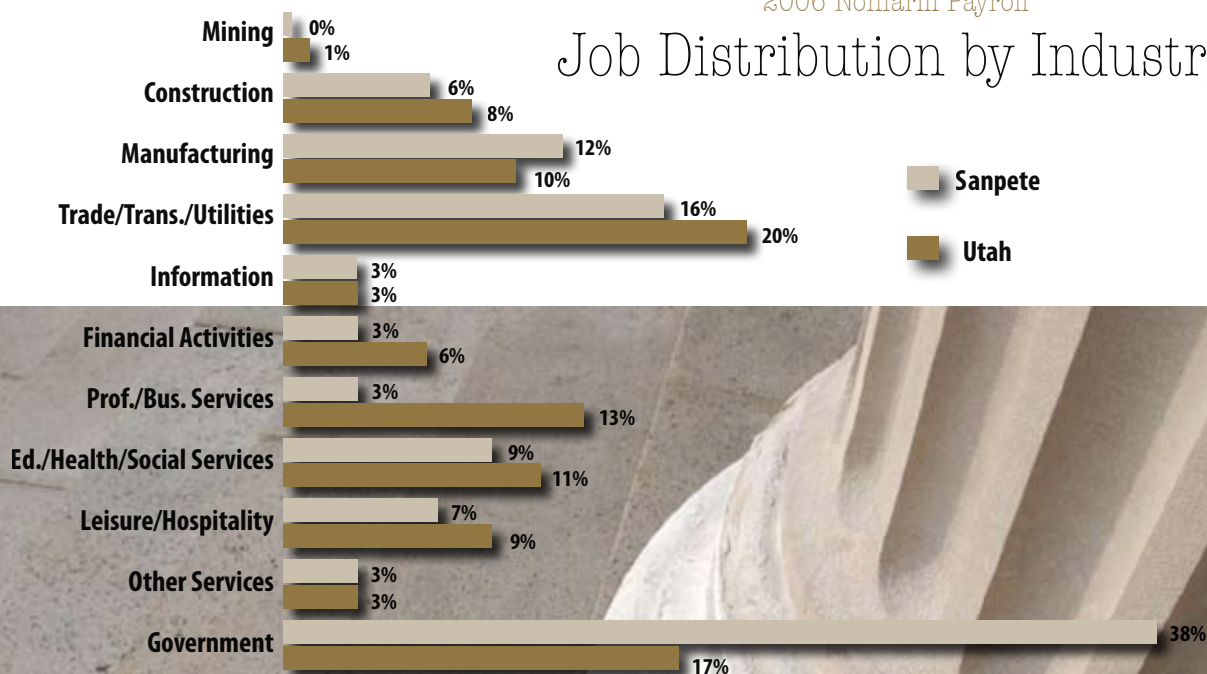
agriculture play major roles. Government employment accounts for almost 40 percent of the county's nonfarm employment compared to less than 20 percent statewide. Snow College, the regional prison, and two school districts pump up the county's public sector employment. Interestingly, Sanpete County also maintains a higher percentage of manufacturing employment than does the state as a whole—an unusual situation for a nonur-

ban county. Since 2000, Sanpete County has had trouble achieving the moderate economic growth of many of its peers. It has even suffered through several years of job loss. However, recent employment growth suggests that it may be on the verge of breaking into a higher level of economic activity. ⓘ

For more information about Sanpete County, see: <http://jobs.utah.gov/jsp/wi/utalmis/gotoCounties.do>

2006 Nonfarm Payroll

Job Distribution by Industry



Source: Utah Department of Workforce Services

Work Experience Pays Off!

Occupations that require work experience in a related occupation are considered an education/training category unto themselves. Usually the people working in this category supervise other workers in the three on-the-job training occupational categories discussed on pages 6, 12, and 20. Nearly 75 percent of all employment in the work experience category falls under the job title first line supervisors/managers, and those supervisors oversee the work of over 55 percent of the workers in the Utah economy.

Of the 16 supervisor occupations, the first-line supervisors/managers of retail sales workers category employs the most with over 15,000 jobs in Utah. They also oversee the largest single occupation in the state, that of retail sales workers (37,500 employed).

As the title implies, the training for these occupations is acquired by doing the work and developing the skill needed through experience. These supervisors have worked their way up the ladder to become the first level of management. They may have been mentored by their supervisors and attended internal or external supervisory training.

Even though workers in this category usually haven't received extensive training, they claim the second highest average wage of all the training levels, including those workers with an associate degree. The reason they average \$21 per hour (2005 wage estimate) is that they have been in the labor force longer. And, experienced workers will tend to receive pay raises as they move into the first rung of the management ladder.

These occupations are typically, but not always, hired from within the company. The current line workers are the labor pool often used to

fill first-line supervisory positions, and for many are the first place to be promoted to after they become journey-level workers. Work experience employees occupy critical positions overseeing the actual service or production workers.

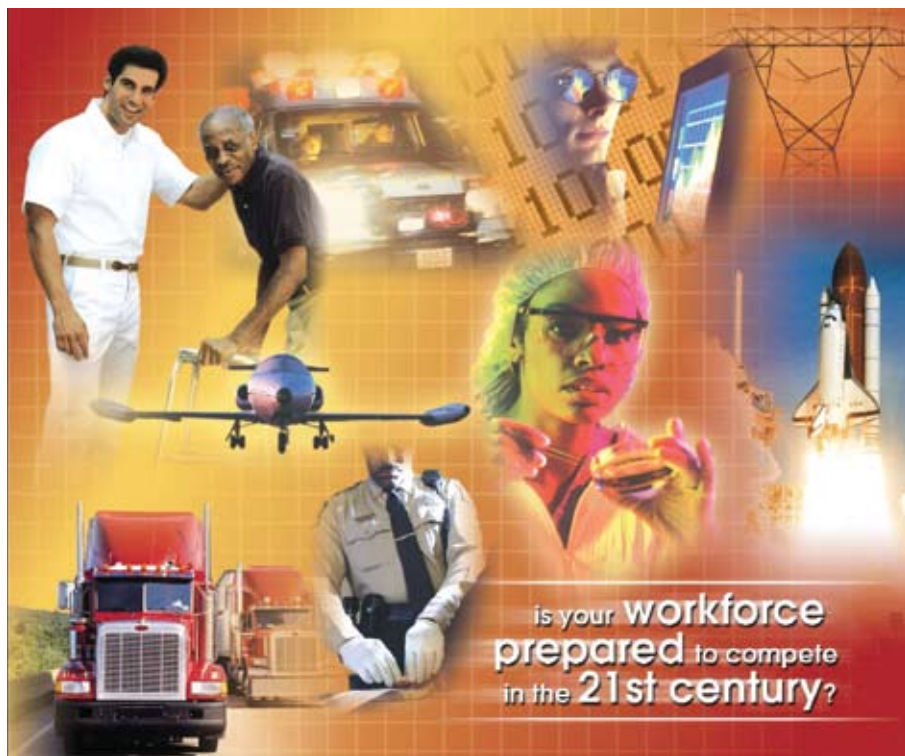
Not all occupations in the work experience category are first-line supervisors. Some are managers whose job duties don't require significant levels of higher education. These include industrial production managers, transportation and warehouse managers, food service managers, and lodging managers. Other notable occupations not included with the supervisors in the work experience group include retail and wholesale buyers and purchasing agents, cost estimators, detectives, real estate brokers and construction and building inspectors. ①

For a list of all of the occupations in the work experience category see <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/workexperience.xls>



Utah's Registered Apprenticeship System

A Proven Solution To Develop World-Class Talent



For Utah's economy to remain globally competitive, our ability to innovate is key. A talented and world-class workforce drives innovation. Registered Apprenticeship through the U.S. Department of Labor's Office of Apprenticeship is a highly flexible training model that combines on-the-job learning with classroom instruction. It is an excellent training model for quickly getting new employees up to speed and maximizing the skills of an employer's current workforce.

Employers face many challenges: advancing technology, shifting consumer demands, evolving business practices, and large numbers of experienced employees approaching retirement. Their bottom line depends on their ability to keep pace with these workforce dynamics.

Most jobs now require at least some postsecondary education and training, coupled with on-the-job learning and

Employers can develop the workforce talent they need to compete globally while maximizing the skills of their current workforce.

experience through a mentor. That approach, coupled with occupation-specific instruction, represents the defining principles of Registered Apprenticeship. While on the job, employees learn and gain valuable experience. By partnering with local community colleges, applied technology colleges, and technical institutions, they acquire essential classroom instruction and an opportunity to earn college credit. Some programs can even begin in the local high school, and connect to post-secondary training programs. By incorporating Registered Apprenticeship in the workplace, employers will develop the workforce talent they need to compete globally.

Today in Utah we have over 400 sponsor-implemented programs employing some 2,400 apprentices committed to advancing the ideals and goals of their employers, including the importance of maintaining a safe workplace. Sponsors include employers, associations, labor organizations and labor/management organizations. Sponsors design their own individualized programs, which meet their specific needs, in partnership with the Office of Apprenticeship. Programs serve a diverse population that includes minorities, women, youth, persons with disabilities, and people who have been laid off from their jobs.

For more information to make Registered Apprenticeship work for you, contact your local Department of Workforce Services employment center, or the Utah Office of Apprenticeship at (801) 975-3650. You may also visit www.utahtraining.org. Any of these resources will provide you with information to get you on your way to developing your own program as a Registered Apprenticeship Sponsor. ①



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- Assess Your Interests
- Find Wage and Occupational Data
- Link to a Variety of Resources
- Find Supportive Services
- Obtain Information about Workshops
- Get Veterans Preferential Service
- And More!



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just
the
facts..

December 2007 Seasonally Adjusted Unemployment Rates

Beaver	2.9 %
Box Elder	2.9 %
Cache	2.5 %
Carbon	4.2 %
Daggett	3.9 %
Davis	3.2 %
Duchesne	2.8 %
Emery	3.7 %
Garfield	6.4 %
Grand	5.6 %
Iron	3.3 %
Juab	3.7 %
Kane	4.0 %
Millard	3.1 %
Morgan	3.2 %
Piute	3.3 %
Rich	2.6 %
Salt Lake	3.0 %
San Juan	6.1 %
Sanpete	3.8 %
Sevier	3.5 %
Summit	3.1 %
Tooele	3.2 %
Uintah	2.6 %
Utah	2.9 %
Wasatch	3.2 %
Washington	3.4 %
Wayne	4.4 %
Weber	3.6 %

January 2008 Unemployment Rates

Utah Unemployment Rate	3.3 %
U.S. Unemployment Rate	4.9 %
Utah Nonfarm Jobs (000s)	1,253.5
U.S. Nonfarm Jobs (000s)	135,929.0

Dec. 2007 Consumer Price Index Rates

U.S. Consumer Price Index	210.0
U.S. Producer Price Index	170.6

Changes From Last Year

Up	0.7 points
Up	0.3 points
Up	2.8 %
Up	0.7 %

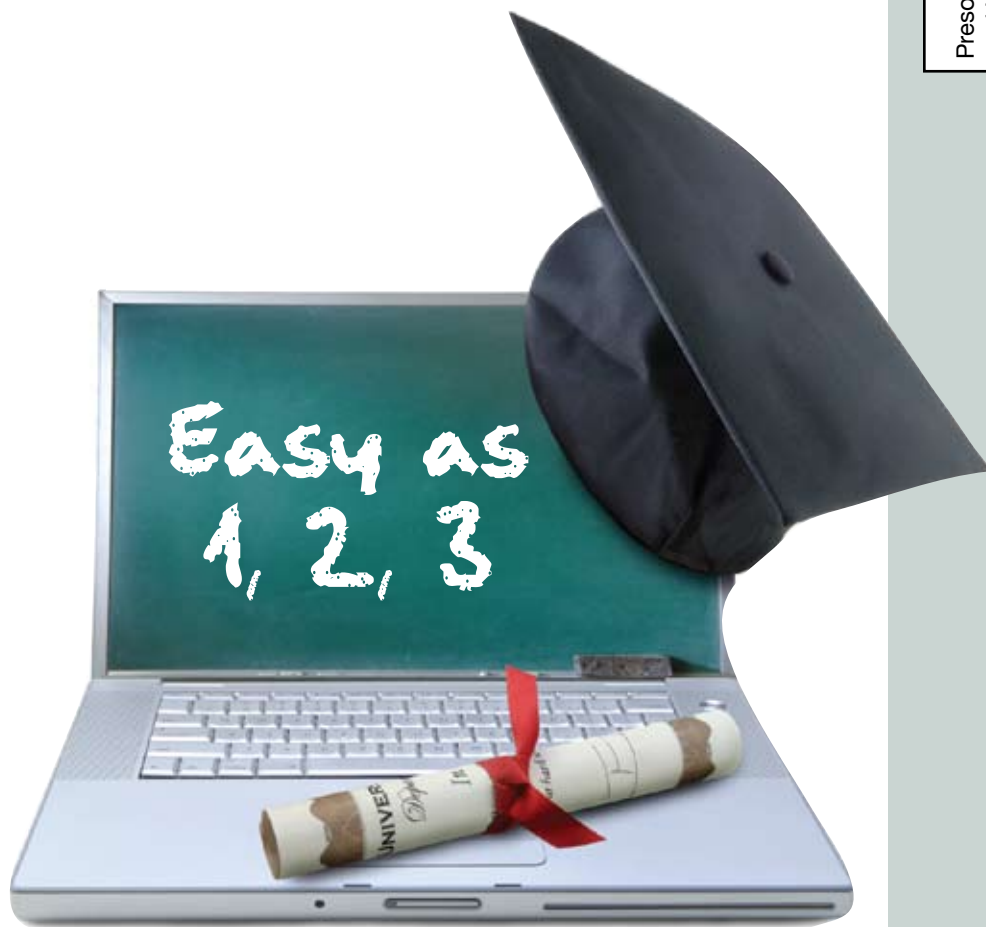
Source: Utah Department of Workforce Services

Watch for these features in our
Next Issue:

Theme:
Outlook for College Grads
and Summer Youth

County Highlight:
San Juan

Occupation:
Business Analyst



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